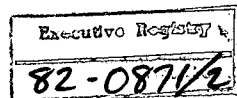


Central Intelligence Agency



Washington, D. C. 20505

5 APR 1982

MEMORANDUM FOR: Mr. Craig L. Fuller  
Assistant to the President for Cabinet Affairs

FROM : John N. McMahon  
Executive Director

SUBJECT : Mandatory Retirement

1. The agenda for the 30 March 1982 meeting of the Cabinet Council on Human Resources contained the issue of the Administration's position on legislation which would raise the age below which mandatory retirement, based solely on age, is prohibited. In light of the interest in this subject, we wish to call your attention to the importance to this Agency of the Central Intelligence Agency Retirement and Disability System (CIARDS), which was authorized by the Central Intelligence Agency Retirement Act of 1964. Although not specifically addressed by any proposed legislation thus far, this special retirement system is characterized by provisions on mandatory retirement.

2. Approximately 30 percent of the Agency's employees qualify for coverage under CIARDS. The mandatory retirement point for those covered is 60 years of age for SIS-3 and below, and 65 years of age for SIS-4 and above. The Director of Central Intelligence may also, under Section 235 of CIARDS, place in a retired status a qualified employee who has completed at least 25 years of service or who is at least 50 years of age with at least 20 years of service. The Central Intelligence Agency Retirement Act of 1964 was designed to assist the Agency in improving its personnel management program by authorizing the establishment of a retirement system that included mandatory retirement for age provisions. In authorizing the creation of this system, the Congress attached special importance to the demanding nature of Central Intelligence Agency positions, and also recognized the special character of overseas intelligence work.

3. The Central Intelligence Agency does indeed have a crucial ongoing need to attract and retain a force of highly motivated careerists who are capable of being trained in unique skills. The demands of our overseas intelligence work generally require that these individuals be younger than what usually is called for in Government service. These demands include unique duties performed under difficult and sometimes dangerous conditions.

The stresses and strains of uneven and uncertain hours of work, of duty in unhealthy locations, and of arduous assignments require personnel who possess a high degree of vigor, vitality, and endurance. An operational cadre with such physical and emotional characteristics is absolutely essential to the mission of the Agency. Experience has taught us that the nature of certain unique types of work in the Central Intelligence Agency requires a combination of mental, physical, and psychological characteristics which are predominantly associated with the younger band of the age spectrum and have been built in as a basic and vital feature of this Agency's operational cadre management system.

4. It is clear that unique considerations relating to intelligence assignments demand that the mandatory retirement provisions of the Central Intelligence Agency Retirement and Disability System be retained to insure that the Agency can continue to discharge its critical statutory duties in the most effective way possible.

5. Because of the importance of the considerations outlined above, we wish to be kept closely informed regarding the development of an Administration position on any related legislation pertaining to mandatory retirement from Federal employment which could impinge upon the Central Intelligence Agency or CIARDS.

/S/ John N. McMahon

John N. McMahon

Originator: /s/ James M. Glerum

Director of Personnel